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AUTHOR	Moss, Philip; Tilly, Chris
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ABSTRACT

This book, the sixth in a series, adds to debates about race, skill, and hiring with interdisciplinary, indepth, qualitative field research about employers' attitudes. Chapter 1 provides background to the research. Chapter 2 describes the three employer surveys from which data are drawn and provides a snapshot of the recent history of industrial and demographic change in the four cities where the employers were located--Atlanta, Boston, Detroit, and Los Angeles. Chapter 3 examines the skills employers seek and how those skill needs are changing. Chapter 4 explores managers' stated perceptions of racial groups, as well as to what extent negative perceptions translate into discriminatory actions. Chapter 5 undertakes a parallel investigation, reviewing the images employers hold of the inner city and tracing connections between these images and business location decisions. Chapter 6 probes the recruitment and screening procedures employers use and their impact on who gets hired. Chapter 7 considers briefly what employers in the surveys said about government and public policy and makes policy recommendations. Appendixes contain profiles of data sets used, descriptive statistics of variables, chapter notes, 228 references, and index. (YLB)

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